

Department of Civil Rights 2013 Budget Hearing

Department information can be found on pages E99-E104
in the Budget Book

Presentation to Ways and Means/Budget Committee
October 30, 2012

Department Programs:

■ Contract Compliance

This program is responsible for ensuring that job opportunities are made available to and for low-income individuals who reside in the City of Minneapolis and to assist and provide assistance for economic growth to businesses while reducing economic, racial, and gender disparities prevalent in employment and construction contracting.

■ Funding

■ (GF)	\$700,482
■ (Other)	\$360,172

■ FTE: 7.80

■ Benefits:

- Small business inclusion
- Measureable economic impact
- Workforce wage enforcement

Department Programs:

■ Complaint Investigations

This program neutrally enforces the city's anti-discrimination laws and policies by investigating complaints of discrimination.

■ Funding

- | | |
|-----------|-----------|
| ■ (GF) | \$732,049 |
| ■ (Other) | \$ 65,000 |

■ FTE: 5.60

■ Benefits

- Eliminates barriers that perpetuate discrimination
- Collaborates with community organizations for outreach
- Provides alternative means for dispute resolution

Department Programs:

■ One Minneapolis Equity in Employment

This program delivers programs and engages in work on behalf of the City to address the racial employment disparity in Minneapolis and the region.

■ Funding

- (GF) \$264,985

■ FTE

- 2.0

■ Benefits

- Grows our own
- Aligns work force diversity with separation/retirement trends
- Assesses impact of racial equity in budgets, programs and policies

Department Programs:

Minneapolis CRA (new name: Office of Police Conduct Review)

The CRA was created to fairly and objectively consider complaints of MPD officer misconduct, and to make recommendations to ensure high standards of conduct.

- Funding
 - (GF) \$747,989
- FTE: 6.80
- Benefits
 - Provides officer accountability

Police Conduct Oversight Commission

To provide citizen engagement, community education and awareness; recommend to MPD programs for cultural competency; program transparency.

- Funding
 - (GF) \$17,000
- FTE: 0.00
- Benefits
 - Provides citizen input
 - Conducts outreach and education

Impact of Recommended Budget on Key Results

Our work:

- Effects employee & resident engagement and satisfaction
- Creates a city workforce that reflects the population served
- Ensures that women, people of color, and low income individuals have opportunities for economic growth
- Creates a pipeline of experienced professionals prepared for employment

Impact of Recommended Budget on Key Results – cont'd

Our work:

- Spurs disenfranchised individuals to utilize City services
- Creates effective partnerships and collaborations
- Addresses City goal of “Many People One Minneapolis” by responding to complaints and eliminating discrimination and disparity
- Fosters a positive change in police culture

2013 Budget Planning

With more we could:

- Buy more outreach resources
- Hire more urban scholars
- Offer more summer and part-time opportunities to Interns

With less:

- We would simply do less...
- We would not be able to afford to be flexible, responsive & creative

Recent or Planned Efficiencies

- Customer Relationship Mgt System
- Cross-departmental implementation of a centralized police complaint data base
- Electronic filings of respondents' submissions
- Online submittals of Urban Scholar Application and associated documents

New Initiatives

- Identify new initiatives for 2013
 - Within resources
 - Full implementation of Office of Police Conduct Review
 - Full deployment of the Civil Rights Equity Division
 - Additional resources
 - Leveraging positive results for additional resources
 - Stadium design/construction equity - exploring
- Please identify technology initiatives within existing resources
 - Possible use of tablet technology for compliance onsite review – exploring
 - Certification Gateway (possible in 2013)

Workforce Planning-MDCR

- Strategies

- Performance Management
- Organization Development
- Individual Development

- Resources Used

- Analytics provided by the HR Department
- HRG for knowledge of rules, contracts and processes

Major Contracts in Departments

- LCP Tracker
- Microsoft CRM (replaces B2GNow)

Partnerships

- Internal

- Neighborhood Community Relations (outreach)
- Minneapolis Police Department (case processing)
- CPED
- City Coordinator
- Information Technology (Digital Equity)

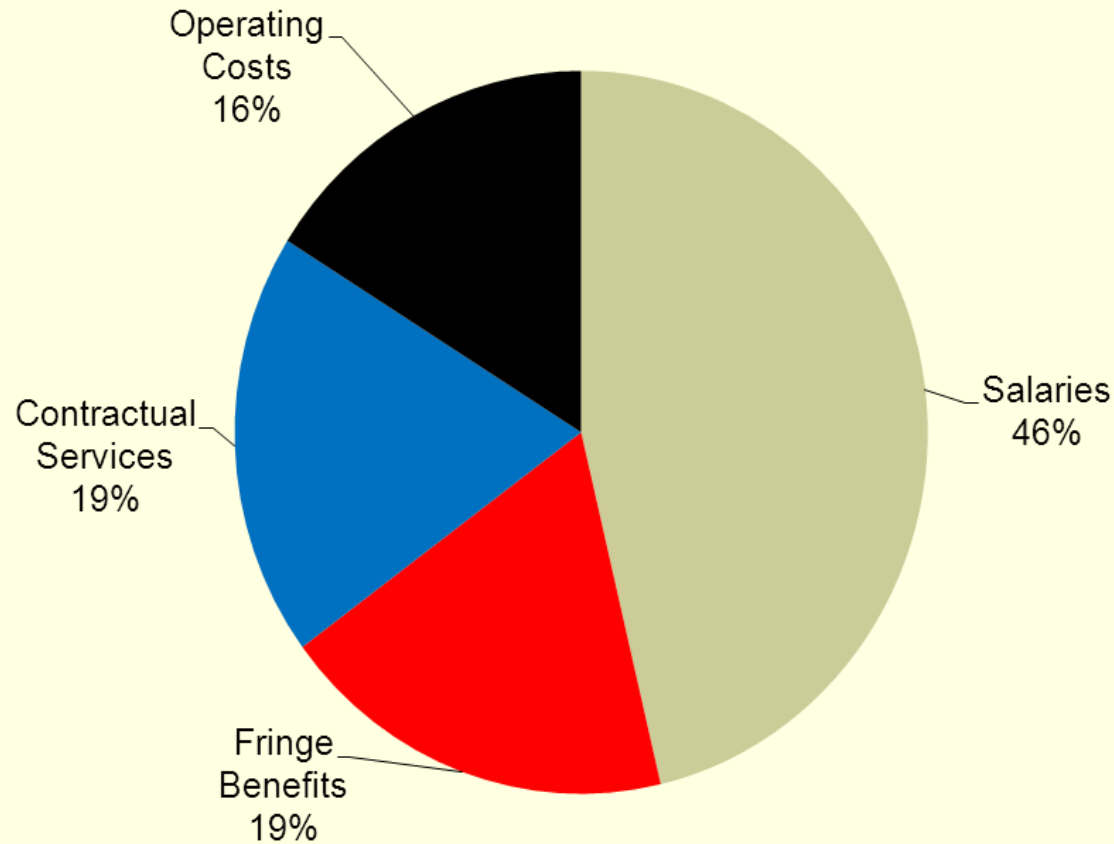
Partnerships

- External
 - MN Unified Certification Program (MNUCP)
 - Everybody In
 - Various community organizations
 - Area law schools

How is the Department Doing

- Work Performance
- Employment Equity
- Technology
- Community Engagement
- Strategic Partner

Civil Rights Expenditures by Type (\$2.5 Million)



Revenue by Type (\$0.4 Million)

